

STATE OF CONNECTICUT
OFFICE OF THE CHIEF MEDICAL EXAMINER
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ANTI-HARASSMENT POLICY

Purpose

The Office of Chief Medical Examiners (OCME) is committed to providing a work environment in which all people are treated with respect and dignity. All employees are expected to participate in this effort.

Prohibited Conduct

Federal and state law, including Title VII of the 1964 Civil Rights Act, 42 U.S.C §2000e-2(a)(1) and the Connecticut Fair Employment Practices Act, C.G.S. §46a-60 *et seq.*, prohibit various forms of discrimination and illegal harassment in employment.

OCME strictly prohibits harassment based on all legally protected classes, including race, color, religion, age, sex, national origin, marital status, sexual orientation, gender identity or expression, learning disability, physical disability or blindness, present or past history of a mental disability, intellectual disability, genetic history, criminal record, and military or veteran status. "Harassment" means any verbal, physical, graphic, or written conduct when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting that individual; or,
- Such conduct interferes with another's work performance or creates an intimidating, offensive, or hostile work environment.


OCME shall not tolerate harassment on the basis of a protected class by anyone, including any supervisor, co-worker, vendor, client or customer, whether in the workplace, at assignments outside of the workplace, at OCME-sponsored social events or elsewhere.

Reporting Harassment Claimants


1. **Harassment Claimants** – If you believe that you are being harassed because of your protected class, you should immediately report the harassment to any one of the following:
 - Your Manager or Supervisor;

It is not the Office's intention to regulate social relationships that are freely entered into by employees. However, it is our affirmative duty to develop and maintain a workplace free of sexual harassment and intimidation. I expect the full support and cooperation of every employee to achieve this goal.

This policy must be posted in all common and visible locations and is available on the agency's web page. Each employee is expected to review this policy and be familiar with it.



H. Wayne Carver II, M.D.
Chief Medical Examiner



Date